

## **HIOSH ADVISORY COMMITTEE MINUTES**

Thursday, May 18, 2006  
HIOSH Training Room 427  
1:00 to 2:40 p.m.

Present: David Aki, Hawaii Teamsters, Local 996  
Lani Bjork, Hilton Hawaiian Village Hotel  
Richard Botti, Legislative Information Service of Hawaii  
Reynard Burgess, KD Construction, Inc.  
Paul Chang, Hawaii Carpenters Union, Local 745  
Joaquin Diaz, Dick Pacific Construction Co., Ltd.  
Thomas Goob, American Industrial Hygiene Association  
Tracy Hayashi, Hawaii Electricians Training Fund  
Clifford Higa, Safety Systems Hawaii  
Clayton Kamida, Hawaii Employers Council  
Janelle Kanuha-Marshall, Marine Corps Community Service  
Dr. Charles Kelley, Outrigger Hotels  
Paul King, Actus Lend Lease, LLC  
Timothy Lyons, Hawaii Business League  
Robert Nakamatsu, State Department of Human Resources Development  
James Newberry, American Society of Safety Engineers  
Joseph O'Donnell, Ironworkers, Local 625  
Patrick Santos, Operating Engineers, Local 3, AFL-CIO  
Daniel Vasilash, General Contractors Association of Hawaii  
Thomas Vendetta, City & County of Honolulu, ISWC/Human Resources  
James Zane, McCabe, Hamilton & Renny Co., Ltd.

Absent: Ernest Balatinez, Balatinez & Associates Safety Consultants  
Patrick Cheng, Airgas Gaspro  
Delbert DeRego, ILWU Local 142, Maui Division  
Paul Dill, County of Hawaii  
Mike Redman, Hawaii Employers Mutual Insurance Company  
Gareth Sakakida, Hawaii Transportation Association  
Clifford Uwayne, United Public Workers  
Richard Vieira, Hawaii Painter's Union  
Shelley Wheeling Park, Kaiser Permanente of Hawaii  
Clayton Winger, Monarch Insurance Service

HIOSH: Nelson Befitel, Director's Office, Dept. of Labor & Industrial Relations  
Ellen Kondo, Consultation & Training Branch, HIOSH  
Deirdre Yamasaki, HIOSH (Recorder)

The meeting was called to order at 1:00 p.m. by Chairperson James Newberry. A quorum was present.

1. Member introductions and roll call.
2. The March 16, 2006 minutes were approved.

3. Director's Report

a. HIOSH Update

Federal OSHA's second quarter evaluation revealed two areas of concern:  
1) the number of consultation visits and 2) the number of vacancies.

To increase the number of consultation visits, settlement agreements will require employers to agree to obtain consultation in exchange for reduction of penalty. Also, calls will be made to businesses (especially those that attended the 2006 Governor's Pacific Rim Conference) to solicit free consultation.

Vacancies are an ongoing issue. Since the last HIOSH Advisory Committee meeting, two Environmental Health Specialists for the Occupational Health branch were hired. The goal was to hire three Environmental Health Specialists, and 12 applicants were interviewed. However, based on the qualifications, HIOSH was able to hire only two applicants. The HIOSH is continuing the interview process, and hopefully by the next meeting, one more will be hired.

Since the last meeting, Mr. Todd Upton, HIOSH's Business Facilitator, was hired. He is responsible for improving the VPP, SHARP, and consultation programs. He will be meeting with businesses and making sure that they work with HIOSH in creating safer workplaces.

b. Training Videos

- **Construction Safety Video**

Copies of HIOSH's recent construction safety video were distributed to members to give feedback after reviewing it. Several HIOSH Advisory Committee members, such as Mr. Reynard Burgess and Mr. Joaquin Diaz, are included in the video. Hopefully, having local community leaders and places that are recognizable will assist in getting the word out effectively. Copies will be distributed to all 3,000 contractors in the State. The video includes an exam that will be posted on HIOSH's website. The video is basically a general overview (approximately eight parts) of hazard and safety tips in the construction industry.

- **Small Business Video**

The HIOSH is in the process of creating a small business video that will bring HIOSH's small business handbook to life. Small businesses who are tired of reading the handbook or do not have the time or resources can watch the video. Mr. Upton was available after the meeting to take any suggestions. Some of HIOSH's enforcement and consultation staff and safety professionals in the community are included in the video, and it will include an exam.

- **Health Care Video**

The Health Care video will be available within several months. Health care is considered a high-risk industry, and this video will benefit the health care workers in our state. Mr. Thomas Goob assisted with this video. The video will be on HIOSH's website and will include an exam.

c. Initiatives

- **Small Business Fair**

The HIOSH is planning to do a small business fair across the state on all neighbor islands. The fair will be similar to the one that was conducted two years ago. The target date is late summer or early fall.

- **Drug Awareness Campaign**

The HIOSH is planning to do a drug awareness campaign in the workplace. As they are in the process of developing a concept, some preliminary ideas are up for discussion. Any suggestions are requested.

d. 2006 Governor's Pacific Rim Conference

Thanks to ASSE, the conference was successful. There were about 500 participants. Director Befitel received feedback from attendees who thought the conference was very useful and worth their time and money. Director Befitel asked for feedback and any suggestions on what can be done to get more small businesses to attend.

e. VPP Overview Presentation

Currently, there are five companies in the VPP program. Two of the five companies are represented on the HIOSH Advisory Committee. Director Befitel asked them to do a brief overview of what they have done in the last couple months to grow their VPP program.

- **Dick Pacific – Joaquin Diaz**

Last month, Director Befitel called all VPP companies and asked them to start a committee that is focused on bringing in more companies to the program. The VPP companies met at Chevron's office. Mr. Upton attended and had dialog with the companies on what direction the committee should take. The committee came up with a plan which is basically four Cs—Culture, Camaraderie, Community relations, and Cash.

- **KD Construction – Reynard Burgess**

Six years ago, Mr. Burgess was hired by KD Construction as a safety consultant. Because of limited resources, he formed a partnership with the unions to train his staff. All staff members attended a 10-hour training course in hazard recognition and received an OSHA 10 card. Following this training, KD Construction's workers' compensation expenses have gone down each year. Since KD Construction was doing so well, they decided to measure themselves against other companies by joining the SHARP program. Since receiving SHARP status, KD Construction's insurance company requested that Mr. Burgess assist their clients in receiving SHARP status.

#### 4. Open Discussion

Mr. James Newberry asked what the HIOSH Advisory Committee could do to help increase consultation and training numbers. Mr. Newberry asked Ms. Ellen Kondo if it is possible for HIOSH consultants to go with advisory members on their visit with clients and offer services. Ms. Kondo said that is a possibility, but it still does not get people past the stigma of consultation. Mr. Goob suggested making a consultation and training video which includes interviews from businesses who received services stating what a great experience the process was. Ms. Kondo said that ads were run in the past where businesses like Master Sheetmetal promoted the consultation services, and Director Befitel said he would look into that. Mr. Daniel Vasilash suggested morning radio spots and Mr. Clifford Higa said he would distribute consultation and training brochures.

Mr. Joe O'Donnell requested that all construction trade unions be included in the distribution of the construction video. Director Befitel approved this request.

#### 2006 Governor's Pacific Rim Conference Feedback:

- Mr. Paul King sent four members of his staff. They stated they were impressed and excited from the conference, and thanked him several times for letting them attend. Mr. King was also impressed, and felt the conference was just as good as the construction safety conference he attended in Chicago.
- Mr. Newberry received similar feedback from Mr. Jack Dobbs, President of ASSE. Mr. Dobbs felt that the conference was as good as the best ones he has gone to on the mainland.
- Mr. Goob suggested having flexibility in signing up for half a day or a full day here and there, instead of for three entire days. Small businesses have difficulty in allowing staff to attend for three days. Mr. King was concerned that if given that flexibility, people may sign up for less and take more.
- Mr. Diaz suggested offering credits to small businesses so that they do not have to pay. Like a scholarship, have big businesses sponsor a small business. Mr. King felt organizations like BIA and GCA should help their members and encourage them to attend. Mr. Vendetta suggested that we should be careful because sponsored people may not attend because it will not cost them.

Over the past seven years, Mr. David Aki has been trying to address safety issues but improvements have not been made. Mr. Aki asked members for suggestions on what can be done. Mr. O'Donnell suggested giving citations to members and having an ad hoc safety committee to give penalties, which consist of watching training videos pertaining to their violation. Mr. Aki will work with Mr. O'Donnell on his suggestion.

Mr. Goob asked if there was a goal of how many VPP companies need to be acquired. Director Befitel stated the goal is to get the SHARP companies into VPP, and he would like to get at least three additional companies by the end of the fiscal year.

Mr. Jimmy Zane asked if there were funds available to market VPP to the Big Island and Maui companies. Director Befitel stated he would like to work with Mr. Zane in putting something together. Mr. Burgess asked if it is mandatory for the HIOSH Advisory Committee to go through HIOSH, or can the HIOSH Advisory Committee members do things independently. Director Befitel stated he wants to work with the HIOSH Advisory Committee in making the community a better and safer place. If the HIOSH Advisory Committee or a HIOSH Advisory Committee member has a good idea that will benefit HIOSH, Director Befitel would monetarily support and let the HIOSH Advisory Committee or the HIOSH Advisory Committee member take charge.

5. New Business

**a. Safety Recognition and Awards – Clayton Winger**

In Mr. Clayton Winger's absence, Mr. Newberry commented that the Excellence in Safety Awards was a very successful program this year. Mr. Newberry thanked Mr. Vasilash for doing the training for the advocates and the employers.

**b. Drugs in the Workplace – Charles Kelley**

Dr. Kelley distributed handouts with ideas and requested feedback by emailing or calling him. Dr. Kelley suggested that rather than trying to get legislative funding, either find someone who is willing to fund a grant, or partner with an organization that has a grant, so that HIOSH can become a resource for employers to keep drugs out of the workplace. Dr. Kelley is open to all suggestions. He will incorporate all comments and discuss them with Director Befitel and the HIOSH Advisory Committee to develop a more definitive plan.

**c. Training Committee**

The committee met at the Hawaii Employers Council. The committee's purpose is to develop an outreach and training program that would be user friendly for both the general and construction industry and accessible for all different types of organizations. The committee will be providing an interactive training media which will be either an onsite, hands-on seminar or web-based. The web-based training would require the student to go through a series of sections and quizzes, and allow them to print out a certificate upon completion. The committee is looking into creating a training program that is basically a program overview of a safety and health program. They will then use their resources and send surveys to determine what type of training is necessary. That training will be either certification-based or attendance-based. The committee will request HIOSH's or Director Befitel's approval and funding before starting.

6. Mr. O'Donnell asked to be officially excused from the next meeting. He will be out of state on business.

Meeting adjourned at 2:40 p.m.

Next meeting is scheduled for August 17, 2006 at 1:00 p.m. in the HIOSH Training Room (830 Punchbowl Street, Room 427)